

# IOWA STATE UNIVERSITY

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Iowa State Daily, November 2019

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## Iowa State Daily (November 8, 2019)

Iowa State Daily

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## StuGov bill censures Department of Residence

BY CASSIE.LEHMANN  
@iowastatedaily.com

Wednesday night, Student Government passed a bill censuring the Department of Residence for their reaction time and statements on issues regarding recent events.

“[Students] have been told a lot over years that things will change, and they don’t change,” said Senator Ian Searles. “I would like to see the Department of Residence, as a unit, take the resolve clauses that we have, the actions that we have outlined, take some initiative and put those into place.

The bill titled “Censuring The Department of Residence” does just that.

Many members of Student Government came together to back the bill.

The bill was introduced by Sen. Ian Searles for himself, Sen. Ludwig, Sen. Joshua Hanyang, Sen. Mason Zastrow, Sen. Alex Klein, Sen. Hayat Sumael, Sen. Lydia Greene, Sen. Matthew Klaes, Speaker Kelsey Culbertson, Vice-Speaker Schrader and Director of Diversity and Inclusion Hoffman, according to the document.

“Racism has no place or protection on campus as it violates the University’s Principles of Community, and [...] there have been high profile events in recent years that have highlighted the systemic failure of the Department of Residence within the University to respond to incidents of harassment of protected classes,” according to the document.

This censuring comes after Bean House in Geoffroy Hall was defaced multiple times with a racial slur, pictures surfaced of Student Government Adviser Alex Krumm with his face painted black previously posted on his Instagram and students protested the events by blocking off Lincoln Way, demanding to talk to President Wendy Wintersteen.

One case specially mentioned was a recent instance in Geoffroy Hall — “one such instance was the failure to publicly or privately address the recent racist vandalism in Geoffroy Hall in a reasonably timely manner,” stated in the bill.

“[Senators] felt the issue that was made was not the addressing, it was the communication of the addressing,” Sen. Searles said.

A resolution the bill enforces is a campus-wide policy of a 48-hour administrator response time to all events to the parties affected, whether or not the solution is clear. All parties involved in the case will be kept up to date on the status of the case as well.

Going beyond the bill, Student Government will be establishing a committee to enforce the new act.

“[The committee] will make sure there is an action plan set into place and acted upon in a timely manner, emphasis on a timely manner,” Searles said.

The bill passed Wednesday night with a vote of 25-0-1.

## Where it all began

### Cyclones return to site of program’s revival

BY NOAH.ROHLFING  
@iowastatedaily.com

Two years and a month later, Iowa State returns to the place where the football program’s revival began to play in Saturday night primetime on FOX. The Cyclones have said they’re prepping just like it’s any other game, but the history is undeniable.

On Oct. 7, 2017, Iowa State football was 2-2 in coach Matt Campbell’s second season with the Cyclones. After close losses to Iowa and Texas — a game in which Iowa State’s offense never showed up and the team wore the now-infamous “bugle” alternate logo helmets — the Cyclones were rocked a day or two before traveling to Oklahoma to face the No. 3-ranked Sooners. Jacob Park, until then the team’s starting quarterback, had taken a personal leave of absence from the program and would not be traveling to Norman, Oklahoma.

Park would never play another snap for the Cyclones (he currently plays quarterback for Division II Missouri Southern State). Instead, Campbell was left without his sure thing



IOWA STATE DAILY

Joel Lanning high fives fans after arriving back in Ames Oct. 7, 2017, following the Oklahoma football game where Iowa State defeated Oklahoma 38-31.

starting quarterback against a top-five team on the road, coming off of a disappointing home loss in primetime.

He and offensive coordinator Tom Manning turned to a walk-on third-string quarterback who hadn’t played a single snap of Division I football: Kyle Kempt.

“Going into that game, it was as slimmed down as it probably could possibly be, because

you had a quarterback you had to get ready in about two days,” Campbell said of the play-book. “From our end, it was kind of a retool to fit the scheme and fit what we had.”

What happened was unexpected from all sides: a shock 38-31 win in comeback fashion, with Kempt throwing for over 300 yards and

>> **REVIVAL** Pg8

## Iowa State updates chalking policy

BY LAUREN.RATLIFF  
@iowastatedaily.com

Students at Iowa State received an email from the Division of Student Affairs on Thursday regarding an interim policy change on campus chalkings.

The university is implementing a temporary policy regarding the chalkings effective Monday, which will limit what students are allowed to chalk. Registered student organizations will be the only groups allowed to chalk on campus.

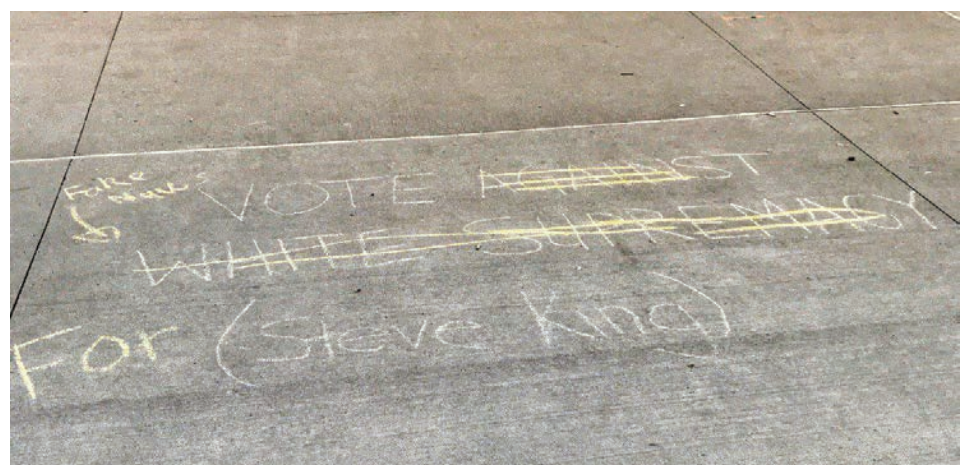
Chalkings will be limited to the event title — which can be up to seven words long — as well as the time of the event, place and the registered student organization that is sponsoring it, according to the Iowa State policy.

“Registered student organizations may chalk **ONLY** to publicize an upcoming event that is open to all students,” the policy states.

According to the policy, no student may erase, remove, modify or otherwise impair the legibility of any chalking.

This is the first time Iowa State has created a policy in accordance with specific limitations in regards to chalking.

The policy library defines acceptable



IOWA STATE DAILY

Chalk messages denouncing white supremacy and Rep. Steve King were crossed out in favor of messages supporting King in November 2018.

chalkings as “the marking of a sidewalk surface with chalk in order to publicize an upcoming event that is open to all students.”

The policy was implemented following an “escalating volume of chalking on campus in recent years,” according to an Inside Iowa State release.

The university reserves the right to remove any chalkings that do not meet the standards of the policy, according to the policy.

“Facilities planning and management staff will remove all chalking that doesn’t

comply with the interim policy,” the policy states.

University administrators are planning to work with Student Government to establish a permanent policy regarding chalking, according to the Inside Iowa State release.

The new policy mirrors the chalking policy at the University of Iowa.

The president’s office was asked for a statement regarding the policy change. The office declined a request for an interview on the issue.



CALENDAR

11.7.19

**BRA (Bras to Recycle and Aid Women) Col-lection, Multiple Collection Boxes Throughout Campus all day** In partnership with I Support the Girls, the Office of Sustainability is collecting gently-used and unwanted bras toward supporting Central Iowa women in need.

**First Generation College Student Celebration, Oak Room, Memorial Union at 11 a.m.** ISU faculty and staff are invited to engage and network with first-generation students as part of the National First Generation Student Week celebration. Registration is encouraged.

**Competition: ISU Innovation Prize, Economics Development Core Facility at 4 p.m.** Students, faculty, staff and Ames community members compete in one of three challenges: agriculture tech, education tech and global impact. Facilitated by David Tominsky, entrepreneur and

community builder from Cedar Rapids.

**Paint Your Own Pottery: Sweater Weather, Workspace at the Iowa State Memorial Union at 4 p.m.** Autumn leaves abound in our fall bisque! We will show you the basics of painting your piece and fire it within a week. Drop off but give yourself an hour to finish.

**Serve the World With Hyper Innovation - Steve Johanns, MacKay Hall Auditorium (0117) at 4 p.m.** With over 25 years of experience in technology, energy, infrastructure, and innovation, Steve Johanns founded Veriown Global Inc., bringing internet-connected solar energy to the 1.2 billion people around the world without access to a power grid. Steve has a passion for disrupting the conventional thinking that caused our global problems of climate change and poverty, with his goal to hyper innovate the world's last mile.

POLICE BLOTTER

11.6.19

**Kacie Marie Strong,** age 28, of 145 S Hancock St. - Fremont, Nebraska, was arrested and charged with assault on a peace officer or fire fighter at 1315 S B Avenue (reported at 4:50 a.m.).

**Dalton Charles Barnes,** age 23, of Ames, Iowa, was arrested and charged with criminal trespassing at 405 5 Street (reported at 7:55 a.m.).

**Dalton Charles Barnes,** age 23, of Ames, Iowa, was arrested and charged with drug possession of a controlled substance at 1315 S B Avenue (reported at 9:37 a.m.).

**Dalton Charles Barnes,** age 23, of Ames, Iowa, was arrested and charged with possession of drug paraphernalia at 1315 S B Avenue (reported at 9:37 a.m.).

**Steven Wayne Cartee,** age 58, of 1429 Ridgewood Ave. - Ames, Iowa, was arrested and charged with simple/serious domestic assault at 1429 Ridgewood Avenue (reported at 7:31 p.m.).

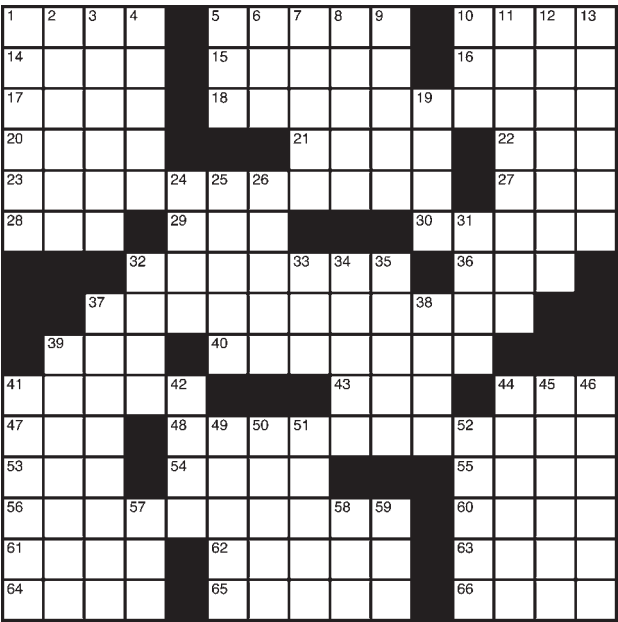
**Steven Wayne Cartee,** age 58, of 1429 Ridgewood Ave. - Ames, Iowa, was arrested and charged with harassment in the first degree, intimidation, at 1429 Ridgewood Avenue (reported at 7:31 p.m.).

CORRECTIONS

The Iowa State Daily welcomes comments and suggestions or complaints about errors that warrant correction.

To submit a correction, please contact our editor at 515-294-5688 or via email at editor@iowastatedaily.com.

Crossword



YESTERDAY'S ANSWERS  
COW UGHSLHATICSDI  
BLOODDOPINGPOE  
SECULARARCANA  
ALI NEILYOUNG  
JAR DYANULIEE  
AVERSEGORES  
BASEBALLTONIGHT  
DAFOESENATE  
SMEE STAYRSA  
HOPECHESTOOF  
OROMEORHEROINE  
DEN DIAMONDHEAD  
DAY ESKIMO SLID  
YUM STARES DRY

Across

- 1 Cathedral area
- 5 Tons
- 10 Reps: Abbr.
- 14 Garden center supply
- 15 Dot in the ocean
- 16 Circus performer?
- 17 Tune
- 18 Thin, decorative metal

- 20 What a 63-Across may speak
- 21 The last Mrs. Chaplin
- 22 Grand Rapids-to-Detroit dir.
- 23 Gets married
- 27 This, to Michelle
- 28 Morose
- 29 Geometric suffix
- 30 Like potato chips
- 32 Lulus
- 36 Mass transit carrier
- 37 Dangerous things to risk
- 39 Retirement destination?
- 40 Wimps
- 41 Underworld group
- 43 Printer's widths
- 44 Cookie container
- 47 Renoir output
- 48 Equestrian's supply box
- 53 Spoil
- 54 Alabama, but not Kansas?
- 55 "Picnic" playwright
- 56 One, to one, e.g.
- 60 "Ain't Misbehavin'" Tony winner Carter
- 61 Throw hard
- 62 Hero's quality
- 63 Hebrides native
- 64 Desires
- 65 Burning desire?
- 66 Chop \_\_: Chinese American dish

Down

- 1 Valuables
- 2 Illinois city that symbolizes Middle America
- 3 Had a hunch
- 4 Barely beats

FEATURE PHOTO



GARRETT HEYD/ IOWA STATE DAILY

>> Colder weather

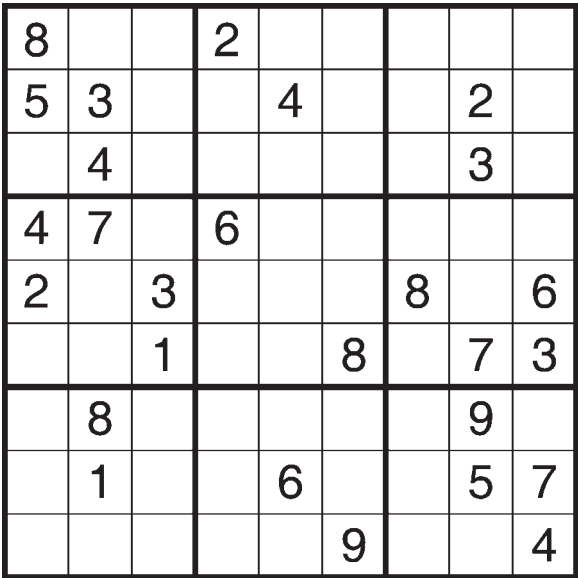
The Campanile on Central Campus as the fall colors start to set in just before the third snowfall of the season.

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Sudoku  
by the Mephram Group



Complete the grid so each row, column and 3-by-3 box (in bold borders) contains every digit, 1 to 9.

For strategies on how to solve Sudoku, visit [www.sudoku.org.uk](http://www.sudoku.org.uk)

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- Publication:**  
ISU students subscribe to the Iowa State Daily through activity fees paid to the Government of the Student Body.
- Summer sessions:**  
The Iowa State Daily is published digitally on a daily basis. Opinions expressed in editorials belong to the Iowa State Daily Editorial Board.
- Subscription costs:**  
Subscriptions are 40 cents per copy or \$40 annually for mailed subscriptions to ISU students, faculty and staff. Subscriptions are \$62 annually for the general public.
- Postmaster:**  
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Send address changes to: Iowa State Daily 2420 Lincoln Way, Suite 205 Ames, Iowa 50014  
PERIODICALS POSTAGE
- Fall & Spring sessions:**  
The Iowa State Daily is published Monday through Friday during the nine-month academic year, except for university holidays, scheduled breaks and the finals week.
- The Daily is published by the Iowa State Daily Publication Board, 2420 Lincoln Way, Suite 205, Ames, Iowa, 50014.**
- The Publication Board meets at 5:15 p.m. on the fourth Wednesday of the month during the academic school year.**

Front page weather courtesy of the American Meteorological Society.



# Students, admin meet to discuss recent issues

BY MADISON.MASON  
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Students and Iowa State administrators gathered together to discuss the Students Against Racism demands Thursday in the Sun Room of the Memorial Union.

These students and administrators introduced themselves under the moderation of Araceli Lopez-Valdivia, senior in political science.

The students on the panel were Alexa Rodriguez, sophomore in political science; Liliana Delgado, junior in mathematics; Trinity Dearborn, senior in women's and gender studies; Hugo Perez, junior in liberal studies; Brian Gonzalez, senior in finance; Kortni Lewis, junior in animal science; and Dhruv Raturi, a graduate student in materials science and engineering. Another organizer who was not a part of the panel, but a part of the organizer team was Javier Miranda, an Iowa State alum.

The administrators who were a part of the forum were Wendy Wintersteen, president of the university; Martino Harmon, senior vice president for student affairs; Jonathan Wickert, senior vice president and provost; Michael Norton, university counsel; Reginald Stewart, vice president for Diversity and Inclusion, and Michael Newton, associate vice president for public safety and chief of police.

Afterwards, the student organizers on the panel were instructed to acknowledge the list of demands initially made at the Students Against Racism protest and also at Campus Conversations.

This list consisted of demands such as the expulsion of students who used language that violated a zero-tolerance policy the organizers also advised the creation of, as well as other demands that asked for zero tolerance for "hate speech" on campus.

The administrators were then instructed to respond to each demand and address the demands that the students had listed, in which the Iowa State administration then presented their list of compliances to address the demands. This list consisted of:

"Campus leaders – president, senior vice presidents, deans and other senior leaders – will take cultural competency and cultural humility training before the start of the spring semester.

Starting spring semester 2020, the Center for Excellence in Learning and Teaching will conduct annual training for faculty in each

academic department on the importance of, and approaches to, creating an inclusive classroom environment.

Starting immediately, all search committees for faculty and staff in academic affairs, and senior administrative positions, will receive diversity, equity and inclusion training.

All college promotion and tenure committees will receive diversity, equity and inclusion training, beginning with the next cycle.

Beginning spring semester 2020, students who live in university housing will be required to take annual online diversity, equity and inclusion training.

As part of new student onboarding, the university is piloting a one-credit online orientation course that includes diversity, equity and inclusion topics, as well as other topics related to first-year student success.

The Department of Residence will work with IRHA, Student Government and key campus departments to explore changes to greatly reduce or eliminate acts of vandalism in the halls.

The Office of Diversity and Inclusion and Equal Opportunity will work with students to create a student advisory council on issues related to harassment and discrimination. This will be in addition to the current student advisory boards that exist for the Iowa State Police Department and Division of Student Affairs. Students are also included on the Vice President for Diversity and Inclusion Council.

The Campus Climate Response Team is being renamed the Campus Climate Reporting System (CCRS) to better reflect its purpose, and the communication process is being reviewed for improvement.

Iowa State Police will continue and expand annual bias trainings for all officers and will be extending it to all Department of Public Safety (DPS) staff. In addition, racial intelligence training will be held for all DPS supervisors in December and all officers in the spring."

One of the main points the student organizers made during the time when they were asking questions was the administration's lack of providing a zero-tolerance policy solution.

"We can't make consistent rules that we apply to everybody," Norton said. "So if we have a vandalism policy, zero tolerance for vandalism. That means any act of vandalism, no matter the

» ADMIN Pg8



COURTESY OF BED OF BAGS

Bed of Bags is an Iowa State club that started in the spring of 2019. Members recycle while helping homeless lowan communities by weaving plastic bags into beds for those in need.

## Bed of Bags uses plastic to help homeless communities

BY SYDNEY.NOVAK  
@iowastatedaily.com

A new club on campus is aiming to help the homeless while putting plastic to good use.

Bed of Bags is a new club at Iowa State that started last spring by current senior and club president Camille Miller. Bed of Bags is made up of Iowa State students who use plastic shopping bags to make durable, waterproof beds for homeless people.

In addition to helping the homeless, the club is also making a positive impact on the environment. To make one bed, it takes about 700 plastic bags. Bed of Bags collects plastic bags from group members, friends and places like homeless shelters or the Salvation Army.

As a new group, Bed of Bags has yet to recruit more members, but has appealed to a variety of different students, including marketing, environmental science, general education and engineering majors. They meet once a week for two hours in Pearson Hall. During that time, they are usually able to make at least one bed.

The time it takes about five people to complete one bed is about an hour. This might mean two people use their arms to knit while three other group members make plarn, or plastic yarn.

"They just do the plarn making, which is super easy; it's really repetitive and can be super relaxing after a long day of school work," said Madison Strauss, club member and junior in marketing.

Other opportunities for student involvement within the club extend beyond weaving plastic. These activities include poster making, plastic bag collection, distribution

of the beds and events.

The group's main drive is charitable, but there is also a motive to be environmentally conscious and to make a positive impact on the environment. Since its start in the spring of 2019, Bed of Bags has made 40 beds. After the beds are made, they are distributed to either Ames, Des Moines or Cedar Rapids and taken to churches, homeless shelters and donation centers.

"I would say they last forever," said Miller about the durability of the beds.

Plastic is ideal because it is not biodegradable; it is water resistant and durable; and it will provide a thick padding between the bed and the ground, unlike a sleeping bag that provides less cushioning.

The only reason a bed could potentially break is from being cut or ripped, but it can be mended by tying the plastic back together. This is important to consider for those who use the bed, because they will not always have a dry place to sleep or somewhere soft to lay down.

"Iowa has one of the lowest homelessness rates, but there is still a need," Strauss said. "Just because you don't see [homeless people] doesn't mean they aren't there."

Although they are new to campus, they have already made a difference in the Ames and Iowa State community by using their club to spread awareness about their initiative.

Last weekend, club members taught residents at a local retirement home how to make beds. Next week, members will go to Iowa State's knitting club to show members how they can use their hobby to benefit the homeless as well. Members will also attend sorority and fraternity service days to teach them how to knit and eventually pay it forward.

# Feminist Friday to discuss leaving a legacy

BY LORRETTA.MCGRAW  
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As snow covers campus, the community of Ames can look forward to warmth and snacks at the Sloss House during this week's Feminist Friday.

The conversation this week will be with Parks Library's local librarian of the Special Collections and University Archives Rachel Seale, an outreach archivist, who will be joined by Assistant University Archivist Rachael Acheson. This week's discussion will explain how students can leave their legacy on Iowa State.

What Acheson and Seale will be discussing includes not only how have a great experience at Iowa State and also leave a lasting impression on one of the most highly acclaimed research universities of the Midwest. This means going beyond just making a lasting impact; it means physically adding to history in the making.

Seale and Acheson, along with many others, played a special role in developing the Special Collections and University Archives, which identifies, selects, preserves, creates access to, provides reference assistance for and promotes the use of rare and unique research materials that support major research areas of Iowa State, according to the Parks Library website.

Acheson played an even more specific role in building up the student records, especially the records of those who came from historically marginalized and underserved communities. This brought to the staff's attention a large number of areas for which the archive lacked.

"This session discusses the scarcity of records representing womxn and other marginalized communities on campus and their contributions to Iowa State and ways Special Collections and University Archives are trying to close this cultural memory gap," Seale said.



CLAIRE CORBIN/ IOWA STATE DAILY

Chloe Clark, assistant teaching professor English, led a packed Feminist Friday discussion on "monstering" and "othering" of women Nov. 3.



# Talk About It:

## Mental health of faculty and staff

BY SAGE.SMITH  
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*Editor's note: This is part six in our weekly mental health series "Talk About It." Sensitive content may follow.*

Mental health is an important part in the everyday lives of Iowa State faculty and staff, just as it is for students.

Stephanie Downs is the wellbeing coordinator for ISU WellBeing.

Downs came to Iowa State in April 2014 as the university's first wellness coordinator in University Human Resources. She obtained a master's degree in health promotion and has over 20 years of health and wellness experience.

"What we know, mostly from surveys and comments from different workshops [is] that [...] a lot of it ties around stress," Downs said. "We certainly know that sleep has become an issue for a lot of our faculty and staff [and] is a concern as much as it is for students. The workload stress, kind of work-life balance issues from the workload to what everyone else deals with [...] is certainly on top of the list."

An increase in mental health issues, such as anxiety and depression, has shown up across the workforce in America, and Iowa State has resources



DESIGN BY BROOKLYN WILLIAMS, PHOTO COURTESY OF GETTY IMAGES

Just like college students, faculty and staff experience stress and issues with mental health. Iowa State offers many resources for faculty and staff members, including 24/7 counselor support.

available to faculty and staff who may be struggling.

While the Student Counseling Services on campus doesn't provide services for faculty and staff, there are other available options.

There is a confidential Employee Assistance Program open for Iowa State employees. The program has master's-level counselors available 24/7, and faculty and staff can also be referred to counselors in the area for support.

"We have a lot of different trainings and workshops around reducing stress, finding purpose, building teams," Downs said. "So on a little bit less clinical

aspect, there's support in that way, and I think that departments are continuing to look for resources."

All of the resources offered by ISU WellBeing can be found on their website.

Nathaniel Wade is a psychology professor and director of Network Community Counseling Services.

Wade is a licensed psychologist in Iowa and has been leading group counseling for over 20 years.

The Network Community Counseling Services is located on the basement floor of Science Hall 1, room 56, which is in the southeast corner of the

building. They offer low-cost individual and group counseling for those who are 18 years and older.

"We specialize in group," Wade said. "So [the] one thing that we are really good at and really value is kind of a group therapy situation, but when we have openings for individual and people want to do individual, then we can make that happen."

As the primary supervisor for the Network Community Counseling Services, Wade offers support to the other counselors there.

» TALK Pg8



JAKE WEBSTER/ IOWA STATE DAILY  
Democratic presidential candidate and businessman Tom Steyer speaks to potential voters Aug. 10 at Cafe Diem in downtown Ames.

## Steyer campaign responds to report

BY ANNA.OLSON  
@iowastatedaily.com

One of Tom Steyer's top aides in Iowa, Pat Murphy, offered campaign contributions to local politicians in order to get support for Steyer's White House bid.

"As a former legislator, I know how tricky the endorsement process can be for folks in Iowa," Murphy said in a statement. "It was never my intention to make my former colleagues uncomfortable, and I apologize for any miscommunication on my part. I joined the campaign because I believe Tom is the best candidate to take on Donald Trump and that he shares Iowa's values. I know that Tom's message will resonate with leaders across the state and that any endorsements will come from the merit of his message."

Murphy, a former speaker of the Iowa House of Representatives, did not deny he had offered campaign contributions in exchange for campaign endorsements in his statement.

Sen. Herman Quirnbach, D-Ames, said these contributions are unusual.

"This is not generally done," Quirnbach said. "I would never accept such a donation, nor would I approve of any other candidate or officeholder doing so."

While it may be legal — if reported and non-corporate — Quirnbach said he knows of no specific case when this was done and would "strongly discourage" anyone from offering or accepting such a donation.

Murphy's actions would only be illegal if they were not reported to election authorities as in-kind contributions.

The Steyer campaign released a statement noting they did not authorize the offer of donations for endorsements.

"Tom has not made any individual contributions to candidates in Iowa this year, and he will not be making any contributions," the statement said. "The endorsements he receives are earned because of Tom's campaign message, his decade-long work taking on big corporations who put profits over people, and his work registering and organizing voters across the country to support progressive causes. Our campaign policy is clear that we will not engage in this kind of activity, and anyone who does is not speaking for the campaign or does not know our policy."

## Resume event helps first gen students highlight experiences

BY AMBER.FRIEDRICHSEN  
@iowastatedaily.com

Iowa State's Writing and Media Center hosted the workshop "Landing a Perfect Job: Using your First-Gen Experiences on your Resume" at the Hixson-Lied Student Success Center on Thursday.

Two of the program's coordinators, Carolyn Gonzalez and Kelly Wenig, led the event. They said their intent was to help students incorporate their first generation college student experiences into their resumes.

Gonzalez, who works as the assistant director of the Writing and Media Center, is a first generation student herself. She has done a lot of work regarding first generation students, which allows her to help them succeed.

"My research in communication studies has kind of focused on the communicative practices of first gen students," Gonzalez said. "That's kind of what was motivating the workshop."

First generation students are the first in their families to attend a four-year

university, according to Gonzalez. She said they can face a lot of adversity without the guidance of a parent or guardian who has already attended college.

"Oftentimes, first gen students struggle with networking; that seems to be the biggest issue that research is showing," Gonzalez said. "[Also,] oftentimes first gen students come from lower socioeconomic backgrounds as well."

Gonzalez said a common result of a low socioeconomic background is that students tend to work many jobs to support themselves at college. They then don't have time to participate in extracurricular activities or other opportunities at their university.

Wenig, intercultural learning specialist at the Writing and Media Center, also noted possible challenges first generation students might face, some of which affect a student's motivation when seeking a job.

"A lot of times, it seems that it's more of a confidence issue," Wenig said. "They don't feel like they have the same exact skills [as others]. It's that experience gap that we are trying to overcome and help students realize it's not an experience gap, it's an experience



COURTESY OF DEAN OF STUDENTS OFFICE  
Carolyn Gonzalez works at Iowa State's Writing and Media Center and co-hosted the first generation student resume workshop with Kelly Wenig.

difference."

Being unfamiliar to college like a first generation student can be difficult. Nonetheless, Gonzalez said there are positive aspects of being a first generation student as well.

"There is quite a lot of pride and resiliency that comes along with being a first gen student," Gonzalez said. "[They] have, perhaps, more unique experiences outside of the university that might differ from your

» RESUME Pg8



COLUMN

# Sanders to address the climate crisis

## Senator's Climate Crisis Summit a step toward change

BY OLIVIA.RASMUSSEN  
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Iowa State University's College of Agriculture and Life Sciences is one of the world's leading institutions of agriculture. Students learn how to navigate different aspects of science, conservation and agriculture and what it means to Iowa, the country and the world.

As our climate continues to face pollution, extreme weather conditions and an array of other environmental issues, students and young adults are left to pick up the pieces and gear up to face the crisis head-on.

One politician is making a noticeable difference with his policies regarding the climate crisis.

Senator and presidential hopeful Bernie Sanders of Vermont has worked with other politicians and climate experts to put together the Green New Deal. The Green New Deal expands on topics such as rebuilding America's infrastructure, creating news jobs that are needed



CAITLIN YAMADA/ IOWA STATE DAILY

Columnist Olivia Rasmussen believes Sen. Sanders is effectively addressing the climate crisis.

to solve the climate crisis and supporting small family farms by investing in ecologically regenerative and sustainable agriculture.

The future of the world is in danger and America needs a president who will focus on important issues that affect us and the environment. We need to fight the climate crisis together.

On Sen. Sanders' most recent End Corporate Green Tour throughout Iowa, his message was clear: It's time for corporate companies to be held accountable, and that includes companies

of the fossil fuel industry and their contribution to pollution. Sen. Sanders also aims to revitalize rural America, with the understanding that the economy and the environment have been working against rural communities.

Sanders has a plan to ensure corporations aren't solely controlling agriculture, providing a fair playing field for farmers and implementing fair trade deals. Though most Democratic candidates acknowledge the danger our current climate catastrophe has on the environment, Bernie is the candidate who is prepared to

roll out plans that'll protect the environment as well as protect farmers, families and rural communities.

Something historic in the Midwest will be happening Saturday: Sen. Sanders and Rep. Alexandria Ocasio-Cortez will be convening with climate experts for a Climate Crisis Summit at Drake University. The event will be a vital part of figuring out how we tackle the crisis collectively.

Speakers at the Climate Crisis Summit will include author and journalist Naomi Klein, organic dairy farmer Francis Thicke, U.S. Youth Climate Strike co-founder and Executive Director Isra Hirs, Sunrise Movement activist Zina Precht-Rodriguez and Linn County Supervisor Stacey Walker.

The Des Moines Climate Crisis Summit, hosted by Sen. Sanders and Rep. Ocasio-Cortez, will take place 12 p.m. Saturday at the Bell Center at Drake University. Address: 1421 27th Street, Des Moines, IA 50311.

This event is free and open to the public. Tickets are not required, but an RSVP is encouraged. Entrance is provided on a first come, first served basis.

Transportation will be provided to students from Iowa State University and Grinnell College on first come, first served reservations. Press interested in covering this event must RSVP.

GUEST COLUMN

# Iowa State's Workday can't do what AccessPlus can

BY ANDREW FACKLER  
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Iowa State's new HR and payroll software Workday has been hailed as a great technological leap in how the university operates by top administrators and the company itself, yet it seems as though the opinions of many professors, staff and especially student workers tell another story and are not being heard.

My short time with the program thus far has been incredibly stressful, and only displays a handful of issues with the program.

I work two jobs for the university — one in the department of special collections at Parks Library, and one as a graduate assistant in the department of community and regional planning. Administering payroll through AccessPlus, this was never an issue, but Workday was clearly not built to juggle two jobs done by one person.

Every time I check in at the library, I must manually change three different settings before clocking in because my "default" job is my assistantship, and there is no way to set it to default to the other.

In addition, this default means that

my supervisor at Parks cannot view any of my information (like she can all the other students) beyond my submitted hours for approval, and so if I have any problems, I must immediately go up the chain of command to figure out the issue, as her hands are tied.

The real fatal flaw with this, however, is pay. For the past year, I was paid a monthly stipend at the end of each month for my assistantship, and bi-monthly for my hourly work at the library. This is how each of these jobs is supposed to pay, and I was paid on time exactly as stated every month prior.

Yet on Oct. 15, I received nothing. Being a graduate student, money does not exactly come easily, so concern set in quickly and I began looking into it. As it turns out, I was paid for all of September at the end of that month. In a way this is my fault for not noticing until then, but why did it suddenly make this change? Why was I not told anything? And why is it my responsibility to make a bunch of noise just to get paid for my hourly work on the days that I have contractually been told I will be by the university?

Luckily I have some savings and a support system through which I can



COURTESY OF FLICKR

Guest columnist Andrew Fackler argues Workday is doing more bad than good.

get emergency funds in the meantime, but some students in a similar position may not.

Shifting from bi-monthly to monthly budgeting is a huge change, especially for students already living paycheck to paycheck, and having it sprung upon you could put students in a very rough situation very quickly if they are expecting pay and do not receive it.

When my supervisor asked if this could be fixed, I was given a reply laced with HR jargon basically stating that this is just how it will be now for students who have any kind of monthly job, because the system cannot separate the two.

Our shiny new software apparently cannot do what our decades-old previous one could with no issue.

My problems with Workday may be quite specific, but the entire implementation has felt rushed and unfriendly. Communication to students from the beginning has been very bad — student workers were bombarded with a flurry of emails in July telling them to update various information in Workday, yet no general email went out simply describing what Workday even was or clarifying that yes, it is ultimately replacing AccessPlus.

Talking with professors, staff and other student employees, I have only

heard of negative experiences. From people getting overpaid and needing to pay it back; to students who thought their AccessPlus information transferred but it did not so they were not paid at all; and to staff being shown an early build of the software only for the final build to be totally different, it seems like everyone I talk to has a strong opinion about Workday.

Even the front-end of the system itself is lacking, as the website is barebones, icons and labels for tasks do not always do what you would expect and there are essentially no customization options. Everything looks prettier, and now there's an app, but that does not mean that everything magically works better.

I understand the need to upgrade our software, and the engine behind Workday appears capable of doing what the university needs with the right tweaks, feedback and patience. But the lack of communication, rushed rollout and problems whose solutions are "tough luck" are unacceptable from such an important and robust part of operating such a large institution.

I genuinely hope it improves drastically before AccessPlus is phased out forever.

**Editorial Board**  
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Online feedback may be used if first name and last name, major and year in school are included in the post. Feedback posted online is eligible for print in the Iowa State Daily.



# Cyclones playing the favorite

## *Bolstered lineup prepares for high expectations*

BY ZACH.MARTIN  
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Head coach Kevin Dresser took one glance at his 2019-20 Iowa State wrestling squad and turned back to state an expectation that hasn't seen Iowa State since 2010.

"It's time for Iowa State wrestling to be a top-10 team, and then eventually progress into a top-five team," Dresser said at media day. "These guys have kind of arrived and this team made a statement in college wrestling last year in terms of progress."

It all starts Sunday morning.

"This is a motivated team," said redshirt freshman David Carr. "To see the gains we made, I think we did good, but we can do way better."

The steady growth under Dresser is not new to the Big 12 Coach of the Year and the National Wrestling Coaches' Association Coach of the Year.

His first collegiate stint at Virginia Tech saw the first two years with an under .500 dual record and two All-Americans.

The third year saw a ginormous spike to a 20-2 dual record, and the Hokies progressed nationally from a tie for 60th to six consecutive top-10 finishes.

At Iowa State, from one NCAA qualifier to nine and zero to a pair of All-Americans over Dresser's first two years, is the build up to a third year in which the Cyclones are ranked in the top-10 as a team by InterMat.

Eight of the 10 projected starters are ranked by InterMat, and all are ranked by Trackwrestling.

"I think everyone is doing everything right, we just have to keep doing what we're doing in here," Jarrett Degen said. "It'll translate out on the mat."

Degen is back at 149 pounds after a seventh place finish at the NCAA's in Pittsburgh. He compiled a 5-2 record last year against returning 149 competitors, including a sweep over Iowa's Pat Lugo.

The redshirt junior knows what he has to do to continue growth on the mat and on the podium.

"I just got to wrestle smart, stay in my stance and have good leg defense — get my offense



IOWA STATE DAILY

Iowa State's Marcus Coleman wrestles Utah Valley's Kyle Snelling during their dual meet Feb. 3.

going on my feet," Degen said, who is ranked third at 149. "Everything will work itself out."

Degen, Alex Mackall, Austin Gomez, Ian Parker, Chase Straw, Marcus Coleman, Sam Colbray and Gannon Gremmel return to Iowa State's lineup fresh off of NCAA appearances and each having over 20 wins a season ago.

That's 88 percent of the dual wins and 90 percent of the overall team wins.

Carr enters the fray at 157 after a redshirt year in which he compiled a 23-1 record with eight major decision victories, three pins and three tech falls. The son of three-time NCAA Champion and Iowa State alum Nate Carr, David Carr captured the 74 kg gold medal at the 2019 Junior World Championships in Estonia.

The last two wrestlers for the United States who won the gold medal at 74kg — Mark Hall in 2016-17 and Mekhi Lewis in 2018 — went to win a national title in their redshirt freshman campaigns.

"I have a big goal, but right now the most important thing is the Cyclone Open, then the next biggest thing is Bucknell," Carr said. "Just taking it one meet at a time."

His coaches and teammates were quick to praise the Canton, Ohio, native.

"It's honestly probably the best fit in we could have," Colbray said. "David Carr would jump into situations, whether it [be] a workout or everything, 100 percent giving full effort, full heart."

With Carr seemingly entrenched at 157,

Straw — the defending Big 12 Champion at that weight class — has bumped up to 165.

It's a move Dresser believes will pay off by March.

"Winning that Big 12 Championship gave him a lot of confidence, he's looked great," Dresser said. "He's not the biggest 65, but the guy's going to have a tank in the third period and you better be ready to go all seven minutes if you get Chase Straw."

That is not the only lineup change for Iowa State. Gone is All-American Willie Miklus, so 197 will be determined by a pair of redshirt freshmen. Francis Duggan and Joel Shapiro are the two in line for the spot.

It's an adjustment for both, as Duggan is coming down from heavyweight and Shapiro moves up from 184.

"Which one of those guys is going to step up, we've seen good things," Dresser said. "Throw 'em out, turn the lights out at Hilton Coliseum, it's just you and one other guy — then you really found out what they're made out of."

Until at least December, Todd Small will occupy 133.

With Gomez still cutting weight from the 165-170 pounds the redshirt sophomore said he weighed over the summer, Small will be in the lineup for the first pair of duals in November.

The Iowa Central transfer — who won back-to-back NJCCA National Championships at two different weight classes — went 14-4 a season ago

as an unattached wrestler.

"It's Austin's plan to eventually get there, maybe in the waiting; you got to prove yourself and progress down," Dresser said after the Cardinal and Gold wrestle off finals. "You just can't go from 150 pounds to 133 pounds overnight."

Gomez said he is targeting a return down to the weight class he finished in the top-12 with at the NCAA's a season ago by the Cliff Keen Las Vegas Invitational in December.

If that is the case, the Cyclones will roll out their best lineup in time for Big 12 duals, which open Jan. 9 on the road against Utah Valley.

Iowa State welcomes Bucknell, Iowa and Chattanooga for their non-conference dual slate and will hit the road for Missouri and Tempe, Arizona, for the Sun Devil Duals, where the Cyclones will battle at Arizona State, Campbell and Harvard.

The Las Vegas Invitational and the Southern Scuffle are the two regular season tournaments Iowa State will participate in.

After narrowly falling to the Hawkeyes 19-18 a season ago on bonus point victories, Iowa State will use that dual once again as a parameter to see where it stacks up against the top teams in the nation.

"That Iowa dual will tell us a lot about what this team has, what this team really is made of," Degen said.

North Dakota State, Oklahoma State, West Virginia and Northern Iowa come to Ames during the conference season while Iowa State travels to Fresno State, South Dakota State and Oklahoma.

The route to Minnesota starts in Ames for the Cyclone Open, the first tournament of the season.

Northern Iowa, NAIA powerhouse Grand View and Iowa Central Community College represent the state while Missouri and Wisconsin, as well as Fort Hays State in Kansas and Central Baptist in Arkansas, travel to Hilton.

Two separate divisions — open and fresh/soph — make up the day that starts at 9 a.m.

Mackall in the open division and Duggan in the freshmen/sophomore division took home victories a season ago. Degen, Coleman and Colbray snared top-three finishes as open participants.

"I'm excited to see how we can keep that going this year," Dresser said. "It's going to be fun year, it really is."

### COLUMN

## Picking the Power Five basketball regular season champs

BY TREVOR.HOLBROOK  
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College basketball is back!

A lot of schools featured in Power Five conferences beat up on smaller schools to start the season, including Iowa State in its opening win against Mississippi Valley State.

Regardless of the matchups, we learned a little about each team in opening games, and now I'll select which teams I see securing the top spots in the Power Five conferences. (Note: these are regular season champions, not conference tournament champions.)

### ACC

There's a lot of different directions I could go here. Duke, North Carolina, Louisville and Virginia all seem like realistic options to secure the top spot, but I'll go with Louisville.

I still think Duke and North

Carolina will be really good, and Virginia will be solid. Sure, each of those three lost a ton of talent from last year, but that's not uncommon for top schools like them.

Meanwhile, Louisville retained quite a bit of its talent with four starters that are juniors or seniors and three strong bench options that are also upperclassmen.

### BIG TEN

Unlike the ACC, I think the Big Ten has a pretty clear-cut top team: Michigan State. The Big Ten probably has four or five tournament teams outside of Michigan State, but none will come close to pushing the Spartans out of the top position.

Similar to Louisville, Michigan State retained a pretty experienced team that Tom Izzo should be able to push for a long run in March. Expect senior guard Cassius Winston to dominate the



IOWA STATE DAILY

Fan signs show Cyclone spirit on ESPN's College GameDay on Jan. 17, 2015.

conference and propel the Spartans to the top.

### SEC

Again, not a very exciting pick, but I'm going with Kentucky here. The Wildcats knocked off Michigan State earlier this week, and I expect them to cruise through the SEC for another season.

I think Florida and maybe LSU could challenge the young Wildcats, but Kentucky reloaded this offseason

to give it enough firepower to fend off the rest of the conference.

### PAC 12

I'm tired of picking blue bloods, so I'll mix it up in the Pac 12 and avoid picking Arizona.

I'm going to go with former Big 12 school Colorado to take the Pac 12 regular season crown.

The Buffs are one of the most experienced teams in the country, possessing a starting five of upperclassmen

with a couple seniors and a junior on the bench, too.

According to barttorvik.com, Colorado is one of eight schools to return 90% or more of its minutes from last season with 94.1%.

Also look for Arizona and Oregon to contend, but I'm rolling with the experienced Buffs for the Pac 12.

### BIG 12

Death, taxes and Kansas winning the Big 12 (besides last year). I'll take the Jayhawks here, but I don't think this season is a lock by any means. I think Baylor pushes Kansas, but the Jayhawks ultimately edge out the Bears.

From an Iowa State perspective, I don't expect the Cyclones to be too close to contending for the top spot, finishing around fourth to sixth in the conference. I do think Iowa State sneaks into the dance, grabbing an eight or nine seed or somewhere in that ballpark.



# #SelfCareSunday on the rise

## Popular hashtag brings awareness to self-care

BY LYDIA.WEDE  
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Self-care has been a controversial topic for years, but while some people deem self-care to be selfish and pretentious, it is actually a very necessary part of maintaining one's mental health.

This concept can involve a wide variety of activities, from drinking warm tea with a good book to visiting an amusement park and eating a corn dog.

Lisa Nolting, program coordinator for Iowa State's Student Wellness Center, said, "We define self-care as prioritizing one's well-being ... many of [my clients] are working on consistently taking care of themselves in various ways: by taking time to journal, eating regular meals, being outside or spending time with friends."

While this term is important for health professionals to know, it has also made its way into common vocabulary for many people.

"[Self-care is] taking some time every once in a while to make sure you're treating yourself right, like taking a break from studying or hanging out with people you care about ... making sure that you are taking care of yourself and your well-being," said James Bachman, sophomore in chemical engineering.

The trend of self-care can be seen all over social media through the use of the hashtag "#SelfCareSunday." One such post comes from actress Halle Berry, featuring a whimsical photo of Berry in a bubble bath with the caption, "It's been a really long day, but still making time for #SelfCareSunday with my bubble bath."

An alternate take on the mental health



COURTESY OF GETTY IMAGES

Self-care means something different to everybody. It's important to set aside time to relax.

campaign can be seen with former first lady Michelle Obama. In one of her posts, she is posed mid-lunge while holding a medicine ball above her head.

Obama's picture was captioned, "It doesn't always feel good in the moment. But after the fact, I'm always glad I hit the gym. How did you all take care of yourself on this #SelfCareSunday?"

Obama isn't the only exercise-enthusiast who is passionate about self-care. Jess Pagor, freshman in pre-dietetics, is too.

"I typically go to the gym every day, occasionally before class, but it can be hard to, so I go every day at night [...]," Pagor said. "Sometimes I go to

the pool just to relax after my workout. I always try to go because it gives me a boost of energy."

But even the same person can have different methods of self-care. While Pagor does work out daily, she has a few other ways to get some extra self-love and relaxation in.

"It's that little bit of decompressing," Pagor said. "I always have music on [...]. Go to eat when you're too stressed out. [My friends and I] would go downstairs and chill, walk around."

When researching self-care, it can seem daunting and intimidating. However, any act of personal appreciation and decompression will suffice, from 10 seconds of controlled meditation

to a complete Harry Potter marathon of 19 hours and 39 minutes.

For example, Alyssa Raiter, freshman in engineering, values her little moments.

"The basic stuff like showering and washing your face every day — just having a routine — it's really nice," Raiter said.

Due to the portrayal of bath bombs and face masks for self-care, there is a common misconception that self-care is only for females, but that is simply not the case.

"I spend quite a bit of time just relaxing and hanging out with friends," Bachman said. "That's my way of self-care. I take a break from studying and take a break from stuff that is stressful."

Although self-care can be a versatile method of supporting one's well-being, there can be challenges in a dorm setting. With the lack of bathtubs, space and financial security, popular routines need to be adapted to reap similar results.

"It can be hard to get that quality alone time, but if you find someone who 'gets-it' [...] it's nice to be alone, but it can be hard," Pagor said.

Joining this viral trend can be extremely rewarding with only minimal effort.

Consider joining a fun student organization to discover a new passion. Invite some friends over for a Netflix movie night. Go to a local cafe and sip coffee by a window. Or if that requires too much exertion, take some time to snooze on a comfy sofa. There are multiple ways to recharge, but it's important to find the best, individualized fit.

Sometimes, people need help exploring these options. Under the "services" tab on the Student Counseling Services websites, there is a link to the Mind-Body-Spa, which has several guided meditations and mindfulness activities. Other self-care advice is a quick Google search away.

Jonathan Van Ness, a hairstylist from the hit series "Queer Eye," summed up the importance of self-care in an interview with Delish magazine.

"It means something different to all of us, but can you make some time for self-care today?" Van Ness said.

## Dark denim trends approach as weather cools down

BY HANNAH.SCOTT  
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Whether you're ready or not, the most wonderful time of the year is upon us: winter in Iowa. The air is cooling and students are finally starting to bundle up. With the shifting of the temperature comes the shifting of wardrobes as well.

"Largely I think it's to match the environment around us, when you look outside at the color changing leaves and dark brown trees, I think we like to dress according to the seasons," said Emma Hassemer, former Trend magazine editor-in-chief. "It's common that people will associate different colors with the different seasons, so I think it's very normal that when fall and winter hit, you see a lot of people's color palette changing."

One of the most popular ways to spice up an outfit in the winter-time is to incorporate darker-wash denim, often grey or black, into an outfit. The style is definitely picking up steam as the weather cools down, and with the arrival of something new often comes the question many ask themselves: Can I pull that off?

"I love to add elements of myself into the fashion trends I follow," Hassemer said. "Whenever I need inspiration or don't know what to wear I open up Pinterest, flip

through my Vogue books or hop on Instagram to see how my favorite bloggers are styling the latest trends. If you don't think you could pull off a certain trend, try a smaller approach and start with accessories."

While darker denim may seem hard to work with, one only needs a few simple tactics to work this new trend into a multitude of outfits.

### WARM IT UP

One of the first and most obvious ways to throw together a look is simple — make it cozy! With winter coming, nothing is more classic than a big chunky sweater, some booties and a pair of dark jeans to really feel the season.

For an even more classic look, go with a neutral sweater, or if you're feeling funky, throw on a brighter color for a bold statement.

### GRUNGE IT UP

Black ripped jeans definitely bring a certain rocker vibe, so play it up! Throw on an oversized jean jacket, beanie, converse or choker with the denim to bring back a '90s-inspired look that is fun for the cooler months and for dressing according to the decades.

### DRESS IT UP

While one may see dark denim

and instantly think edgy, every look can be softened with the right additions. To add a more feminine flair to the look, pair the denim with a flowy, floral or light top to offset the weight of the pants, and throw on some sandals or small heels in order to pull the whole feel together.

### CLASSIC IT UP

While some may overlook basics, sometimes the simplest pieces can pull an outfit together. For a simple styling, pair the jeans with a basic tee and slip ons for a timeless style. The simplicity allows the denim to be the statement, and besides, you can never go wrong with a basic white or graphic tee.

Graphic tees showing off your favorite band, television show or celebrities make any outfit fun.

### FRENCH TUCK IT UP

Popularized by Queer Eye's Tan France, the French tuck is a style trick that can elevate any look, not excluding dark denim. For the French tuck look, simply tuck the front quarter of any tee, sweater or sweatshirt into the front of your jeans and let it fall. The tuck instantly gives you length and a slimming effect, while also allowing the dark jeans to be shown off even more.



COURTESY OF VICTORIA NOVOTNY  
Junior Victoria Novotny in a grey sweater, black ripped jeans and boots.

### LAYER IT UP

Another simple way to add flair to an outfit is simple — the more, the merrier. Layering gives a fun and unique vibe to any outfit and allows for warmth and style to combine.

Throw on any jacket, cardigan or sweater to add a different flair and play around with different outerwear styles. Lots of people are afraid of pairing denim with denim, in fear of recreating a Britney and Justin remake, but simply make sure the tones in denim are different in order to avoid doing so.

### PREP IT UP

With any trend comes the opportunity to throw in a classy spin, so

add some elegance and prep to dark denim with a stylish professional twist. Throw on a sweater over a button up, a blazer or nice blouse to offset the denim and finish with some jewelry to create a look worthy for any interview or business casual event.

With any trend or new style it can often be easy to question whether you can pull it off. However, it's important to remember that fashion is nothing more than an expression of yourself and if you feel like trying something, give it your best shot.

"Black on black will always be a staple outfit for me — you just can't go wrong," Hassemer said. "My favorite jeans are a dark wash pair from Levis and I love to pair it with a lighter denim shirt on top. Creating contrast between different apparel pieces in an outfit is instantly a head turner."

While dark denim may seem like an intense trend for somebody afraid of trying something new, it could be a first step into more experimentation with their personal style. Trying trends, big or small, takes confidence, and if you show others that confidence, nobody will even once question your style choices. After all, it's all about making sure you wear the clothes and not the other way around.



“Our groups are mixed,” Wade said. “We have people in there with relationship concerns, going through divorces, people who have had past abuse or people who have anxiety or depression or both. The idea is then for us to connect with each other and to use those relationships in the group to help us

It was the first time Campbell's vision had come to fruition against a better opponent, and his first of 10 straight October victories spanning three seasons and continually putting the Cyclones in a good position heading into

“The faculty and staff have very good insurance that covers their treatment,” Wade said. “Most of the providers in town would carry that insurance.”

Utilizing counseling services can aid faculty and staff with struggles they may experience in their professional and personal lives. People may experience hesitancy to attend

Other tools faculty and staff can make use of are available apps such as Headspace for meditation and Breathe2Relax for breathing exercises. These apps may not be a long term solution but can be helpful for those who use them.

producing plenty of highlight moments — a swing pass to Trevor Ryen for the go-ahead touchdown in the fourth quarter, the acrobatic Allen Lazard catch to give Iowa State the lead for good, the crazy Joel Lanning stat-line — everything that could have come the Cyclones' way did. After a fourth-down stop late in the contest that turned into a Baker Mayfield interception, it started to sink in for the underdog Cyclones.

Iowa State had knocked out the goliath in its own arena.

The Cyclones received a hero's welcome upon their return to Ames, where hundreds of fans cheered the team as they exited their plane. It was surreal, according to offensive tackle Julian Good-Jones (who played at center in 2017).

"That was awesome, it felt good," Good-Jones said. "We had lost like 20-something years or more to Oklahoma."

This win, which caused ripples all over the college football landscape and made Campbell a hot commodity on the coaching market immediately, still has ramifications in the Cyclone program.

It was the first time Campbell's vision had come to fruition against a better opponent, and his first of 10 straight October victories spanning three seasons and continually putting the Cyclones in a good position heading into

There isn't much argument that this game is the most important of Iowa State's season so far. Not just because it's the next game up, as Kolar said, but because the Cyclones' Big 12 Championship hopes hang in the balance.

One of the matchups Iowa State has to win — or at least limit the damage in — to have a chance against the Sooners is at the wide receiver position. The Sooners are spoiled with riches at the position, starting with CeeDee Lamb. Lamb is a big play waiting to happen, and he scored last year against Iowa State. He's continued to punish Big 12 corners, and comes up against a secondary for Iowa State that might be the defense's biggest weakness.

It's a big weekend for the Cyclones as they return to where their current patch of success began. But can lightning strike twice?

“Underclassmen might be drawing upon high school experiences — experiences prior

“You do reverse chronological for everything,” Gonzalez said. “For example, if you’re going to be getting your bachelor’s, that goes on the top, and then behind that is your associate’s degree. Same goes for your work experiences. Your most recent is going to go on the top, and then descending down are

Students can go to the three writing and media locations to seek a professional's help with documents like resumes.



COURTESY OF DEAN OF STUDENTS OFFICE  
Kelly Wenig works at Iowa State's Writing and Media Center and co-hosted the first generation student resume workshop with Carolyn Gonzalez.

Dearborn, in reference to the concept of the zero-tolerance policy, expressed their distaste for the comparison of their marginalized identity with vandalism. Rodriguez seconded the point

"You only act when we initiate action," Raturi said. "So moving forward, we need a change in which you respond. Would you be willing to,

Other topics that were covered were whether assessments or evaluations would follow the diversity and inclusion classes that will be required by faculty and staff, as well as the action that would be taken following these trainings so that students know the

"I apologize to any student who has had a terrible experience because of racism, white supremacy, xenophobia, gender discrimination, whatever the experience it has been, I apologize on the behalf of Iowa State University," Wintersteen said. "What we have done, in meeting tonight to present the actions that were committed to, and what we will implement, I have to follow up that we cannot break the law when it comes to the First Amendment, so I cannot do what you're asking."

